



SHORTRIDGE HIGH SCHOOL

An IB World School
3401 North Meridian
Indianapolis, IN 46208
317.226.2810
myIPS.org/SHS

Shane O'Day
Principal

May 1, 2019

Dear Alex Moseman and Lela Simmons,

We want to thank you for your leadership. As Shortridge High School staff, we are proud to work with IPS students every day and to strive toward the district's goal of preparing all students for life after high school. We are appreciative, also, to have worked with the leadership of Shane O'Day in building the International Baccalaureate program and transitioning to grow and meet the needs of more students through the reconfiguration of the district's high schools.

It is because of our dedication to our school and district that we write to you now. We are concerned that the principal hiring process has presented challenges, including equity and transparency, and that the process will lead to the selection of a leader whose appointment does not reflect the values, mission, and ethics of the IPS community nor of the Shortridge community. We are concerned regarding the clarity of how applicants were recruited, screened and selected. We also feel concerned that the selection of parents for the interview panel did not align with our values of diversity and inclusion. Given these and other concerns, we are proposing that an interim principal be named for the 2019-2020 school year to maintain the health and welfare of the Shortridge community. We feel that expanding the timeline for recruitment allows us to remain dedicated to uphold the IPS and Shortridge mission and values on a daily basis, while enhancing the hiring process and systems to ensure we find the best leader for Shortridge.

While this process has presented challenges, we remain focused on moving forward, with our values as a guide, to safeguard the quality education and stable environment we provide to our students. We believe in an inclusive community, value the input of all voices, challenge our own biases, and celebrate diversity in all forms. Therefore, we encourage the hiring process to reflect these values and ideals. If the process builds trust, we will together hire a principal who reflects the values of IPS and Shortridge, and who will serve our students with passion and success.

Sincerely,

Shortridge High School Staff